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ABSTRACT

This annotated bibliography on nontraditional occupations for women is organized into 11 sections that list resources in the following areas: books and studies; curriculum materials; General Accounting Office reports and Congressional hearings; guides, manuals, and resources; journal articles and book chapters; newspaper and magazine articles; posters; sexual harassment materials; state nontraditional occupations reports and ERIC documents; tradeswomen newsletters, magazines, and catalogs, and videotapes and audiotapes. The bibliography lists a total of 118 resources. (KC)

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Wider Opportunities for Women, Inc.

A nonprofit tax-exempt Women's Employment Organization
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NONTRADITIONAL OCCUPATIONS (NTO) FOR WOMEN BIBLIOGRAPHY

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I. Books/Studies

Arman, Beth. *Mentoring as a Retention Tool for Women, People of Color, and Other At-Risk Apprentices: Survey Results and Lessons from Other Mentoring Programs*. 1992. Trades Mentor Network, 115 Battery Street, Seattle, WA 98121, (206) 461-8408.

Survey of 82 women who had graduated from or dropped out of one of three apprenticeship programs. Documents the positive effects mentors can have in assisting and training women and people of color in apprenticeship programs. Presents lessons from other mentoring programs.

Deaux, Kay K. and Joseph C. Ullman. *Women of Steel: Female Blue-Collar Workers in the Basic Steel Industry*. 1983. Praeger Press, New York.

Analysis of the implementation of a major consent decree. Interviews with employers, employees, and union representatives. Describes successful recruitment and training strategies and the negative effect of recession on affirmative action. Found minority women in the least desirable janitor jobs.

Harlan, Sharon L. and Ronnie J. Steinberg, eds. *Job Training for Women: The Promise and Limits of Public Policies*. 1989. Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122, (215) 787-8787. $22.95.

Comprehensive volume of 20 chapters on training and public policy for women. Includes a section on training for nontraditional jobs with an introduction and four chapters covering apprenticeship, physical training, secondary vocational education, and nontraditional training for women.

LeBreton, Laurie Wessman and Sara Segal Loevy. *Breaking New Ground: Worksite 2000.* 1992. Chicago Women in Trades, 37 S. Ashland, Chicago, IL 60607, (312) 942-1444. $5.

Survey of 182 women apprentices and journeyworkers, including some who left the trades. Documents continuing discrimination in hiring, layoffs, training and working conditions by employers and unions. Presents a model worksite and specific recommendations for unions and joint apprenticeship committees.

Martin, Molly, ed. *Hard-Hatted Women: Stories of Struggle and Success in the Trades*. 1988. Northern New England Tradeswomen, One Prospect Avenue, St. Johnsbury, VT 05819, (802) 748-3308. $10.95 plus $1.25 postage and handling.

A collection of 26 personal stories of tradeswomen.

Martin, Susan E. *Breaking and Entering: Policewomen on Patrol*. 1980. University of California Press, 1445 Lower Ferry Road, Ewing, NJ 08618, (800) 822-6657. $10.95.

Participant observation study of women and men in a major metropolitan police force. Details individual and institutional barriers to women's success.

_____. *On the Move: The Status of Women in Policing*. 1990. The Police Foundation, 1001 22nd Street, NW, Suite 200, Washington, DC 20037, (202) 833-1460. $19.95.

An assessment of women's progress in police work with results from a national survey of police departments and case studies in five police agencies. Progress has been made, but serious problems remain and recommendations include changes in recruitment, training, assignment and promotion.

McGraw, Kathleen. *Still Trying to Make it Work: Women, Trades Training and Jobs.* 1991. Machine Action Project, 1176 Main Street, Springfield, MA 01103, (413) 781-6900. $1.50 for postage.

Analyzes and summarizes the outcomes of 20 women who completed the Women in Machining Program in Springfield, MA. Issues recommendations to funders, training programs, employers, and unemployment offices for improving women's access to and success in the trades.

Reskin, Barbara F. and Patricia A. Roos. *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations.* 1990. Temple University Press, Philadelphia, PA, (215) 787-8787. Hardback $39.95, paperback $18.95.

Analyses of 1970-1980 occupational data with case studies of 11 occupations that went from being predominantly male to predominantly female. Specifically relevant are bakers and printers.

Sanders, Jo. *Staying Poor: How the Job Training Partnership Act Fails Women.* Women's Action Alliance, 370 Lexington Avenue, Room 603, New York, NY 10017, (212) 532-8330. $17.50.

This national study describes how the majority of women participating in JTPA programs are trained in traditionally female jobs paying low wages.

Schroedel, Jean R. *Alone in a Crowd: Women in the Trades Tell Their Stories.* 1985. Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122, (215) 787-8787. $14.95.

Twenty-five women tell in their own words what it is like to be a woman in traditionally male trade jobs. They include fire fighters, electricians, machinists, and tugboat mates. They represent all different ages, races and ethnic groups, educational levels, political and sexual orientations.

Solow, Katherine. *JTPA Service to Women.* 1986. Grinker, Walker and Associates, 130 W. 42nd Street, Suite 801, New York, NY 10036.

This study describes and assesses the early years of JTPA implementation vis-a-vis services to women. The study found that while early JTPA implementation saw an equitable level of participation by women and successfully emphasized the enrollment of AFDC recipients, the Act's call for development of nontraditional training and the provision of supportive services received substantial attention only at a few sites.

Tyler, Jennifer L. *Training Women in Nontraditional Jobs. Women in VICI (Ventures in Community Improvement): Final Report on the Demonstration.* 1987. Public/Private Ventures, 399 Market Street, Philadelphia, PA 19106, (215) 592-9099. $5.

This study evaluated a 10-site demonstration project that trained low-income women for jobs in the building trades. Rigorous outreach and screening, strong supportive services, and a steady provision of appropriate work are identified as keys to participant success.

Waite, Linda J. and Sue E. Berryman. *Women in Nontraditional Occupations, Choice and Turnover*. 1985. The Rand Corporation, Santa Monica, CA, (310) 393-0411. $17.50 plus $3.50 shipping and handling. (Order No. IDN R-3106).

Statistical analyses of a large, national sample showed little difference in turnover for women or men working in nontraditional jobs in the public sector or military.

Walshok, Mary Lindenstein. *Blue-Collar Women: Pioneers on the Male Frontier*. 1981. Anchor Books, Garden City, NY.

A still timely, in-depth study of 117 women in nontraditional jobs in California. Focuses on family background and actual work experiences with policy implications, such as recruitment strategies, pre-assignment orientation, and competency-based training and evaluation, for developing basic skills and aptitudes, competency and commitment, and support systems.

Williams, Christine L. *Gender Differences at Work: Women and Men in Nontraditional Occupations*. 1989. University of California Press, 1445 Lower Ferry Road, Ewing, NJ 08618, (800) 822-6657. $13.

A study of gender identification and the psychological and economic impacts of working in a nontraditional job, based on in-depth interviews and surveys of a small sample of women in the Marine Corps and men in the nursing profession.

Women in Machining: Opportunities and Barriers in the Hampden County Metalworking Industry and What to Do About Them. 1988. Machine Action Project (MAP), 1176 Main Street, Springfield, MA 01103, (413) 781-6900. Free.

A detailed report including testimonials by female machinists, an analysis of barriers to women in training and on-the-job, and recommendations for trainers, employers, unions, community-based organizations, policy-makers, and tradeswomen.

Zimmer, Lynn. *Women Guarding Men*. 1986. University of Chicago Press, 11030 South Langley Avenue, Chicago, IL 60628, (312) 568-1550. $25.

Study of the difficulties faced by women guards, although they are unionized and make up 20 percent of personnel.

II. Curriculum Materials

Blackwell, Peggy J. and Paul Lehrer. *Spatial Encounters: Exercises in Spatial Awareness.* 1982. Women's Educational Equity Act Publishing Center, Education Development Center, Inc., 55 Chapel Street, Newton, MA 02160, (800) 225-3088. $27. (Document No. 2434).

These exercises show how perceptual and visualization skills apply in technical occupations.

Bohnen, Elizabeth; Susan Booth and Judy Klie. *BRIDGES to Equity Program Manual and Trainer's Guide.* 1991. Department of the City Clerk, Information and Communication Services Division, Resource and Publications Centre, City Hall, 100 Queen Street West, Toronto, Ontario, Canada M5H 2N2, (416) 392-7410. Program manual/trainer's guide $55, participant's workbook $45 plus tax, postage and handling.

Developed by the City of Toronto, the BRIDGES to Equity Program offers innovative training for achieving employment equity in organizations. The program is designed to help women employees move from their traditional positions into trades, technology, or operations work in their own organization.

Kreutz, Eileen. *In for a Change: A Curriculum Guide for Pre-Apprenticeship Training.* 1992. Chicago Women in Trades, 37 South Ashland, Chicago, IL 60607, (312) 942-1444. Donation and/or cost of mailing.

This manual is the curriculum guide for the 10-week pre-apprenticeship training program run by Chicago Women in Trades to prepare women who are interested in the skilled trades for the mental, physical and psychological demands of working in the trades.

Nelson, Connie. *Women in the Building Trades: Pre-Apprenticeship Curriculum.* 1989. Women in the Building Trades, 555 Amory Street, Jamaica Plain, MA 02130, (617) 524-3010.

This curriculum is specifically geared toward helping women gain entrance into construction apprenticeships run jointly by building trades unions and contractors' associations.

Orientation to Nontraditional Occupations for Women: ONOW Curriculum. Sex Equity Resource Center, Instructional Materials Lab, 1900 Kenny Road, Columbus, OH 43210, (614) 292-4353. $25.

This curriculum, based on a Carl Perkins-funded nontraditional program, contains units on self-development, fitness, math, career guidance, blueprint reading, tools, and job-search skills. Step-by-step lessons are provided, accompanied by exercises, assignments, and readings, and followed by weekly quizzes.

STEP-UP for Women. Women's Resources: A Curriculum in Empowerment for Tradeswomen. Northern New England Tradeswomen, Inc., One Prospect Avenue, St. Johnsbury, VT 05819, (802) 748-3308. $65 plus $4 postage and handling.

Based on a model JTPA nontraditional program, this curriculum includes units on self-development, math skills, job development, and how to handle sexual harassment. Physical conditioning and trades classes are outlined, and the recruitment process is described in depth.

III. General Accounting Office (GAO) Reports*/Congressional Hearings

Apprenticeship Training: Administration, Use, and Equal Opportunity. March 1992. (GAO Report Number: HRD-92-43).

This study looks at the resources of apprenticeship programs, the industries in which they are concentrated, and racial and gender disparities within the programs. At present, minorities participate in apprenticeship programs in proportion to their participation in the workforce at large, but the participation of women, which grew rapidly during the 1970s and early '80s, has virtually stagnated since 1984. Includes earnings tables for female and minority apprentices.

Job Training Partnership Act: Racial and Gender Disparities in Services. Letter Report. September 20, 1991. (GAO Report Number: HRD-91-148).

An analysis of data concerning racial and gender disparities in training and placement. This study explores some of the reasons why these disparities exist, including self-selection on the part of trainees, financial incentives to SDAs that are based on placement rates, employer discrimination, and others.

Job Training Partnership Act: Information on Training, Placements, and Wages of Male and Female Participants. Fact Sheet. September 12, 1989. (GAO Report Number: HRD-89-152FS).

Tables comparing the skill level of training, skill level of placement, and placement wages for males and females by training activity.

United States House of Representatives. *Women in Nontraditional Work.* 1990. Hearings before the Subcommittee on Civil and Constitutional Rights of the Committee on the Judiciary, March 23 and 30, 1988. Government Printing Office, Washington, DC 20402.

The March 23 hearing included testimony from directors of NTO programs and women in the trades, who addressed the economic necessity of women's entry into the trades, barriers to entry, and the hostile environment and discrimination that drives women away from the trades. The testimony given a week later by U.S. Department of Labor officials, addressed the failure of efforts since Executive Order 11246 to increase the employment of women in construction and other NTOs.

United States Senate. *Women in the Nontraditional Workforce.* 1988. Hearing before the Subcommittee on Labor of the Committee on Labor and Human Resources, November 17, 1987. Government Printing Office, Washington, DC 20402.

In this hearing, women in the trades and nontraditional employment training program operators testified on discriminatory hiring practices and job ladders, with particular emphasis on the difficulties of getting on-the-job training and advancement once women have entered construction and related fields. Single mothers working in the trades discussed their successes and hardships and their positive and negative experiences with

unions. Noncompliance with (and nonenforcement of) Equal Employment Opportunity Commission (EEOC) and Office of Federal Contract Compliance Programs (OFCCP) guidelines were discussed at length, especially with regard to Departments of Transportation on the federal and state level.

Also see Sexual Harassment Materials

***GAO Reports can be ordered by writing the U.S. General Accounting Office, Document Handling and Information Service, PO Box 6015, Gaithersburg, MD 20877, or calling (202) 275-6241.**

IV. Guides/Manuals/Resources

Advocates' Guide to the Nontraditional Employment for Women (NEW) Act. 1992. National Displaced Homemakers Network, 1625 K Street, NW, Suite 300, Washington, DC 20006, (202) 467-NDHN. Members $6.95, nonmembers $8.95, plus 10 percent of order for postage and shipping.

This publication is designed to assist employment and training programs serving women and girls in understanding and taking advantage of the NEW Act. It includes the text of the law, a brief history of NEW, an explanation of what the law does and why it is significant for displaced homemaker and other women's employment and training programs, as well as specific steps to take to ensure women and girls in your community benefit from NEW.

Bohnen, Elizabeth; Susan Booth and Judy Klie. *BRIDGES to Equity. Retention: Support Strategies for Women in Trades, Technology and Operations Work.* 1991. Department of the City Clerk, Information and Communication Services Division, Resource and Publications Centre, City Hall, 100 Queen Street West, Toronto, Ontario, Canada M5H 2N2, (416) 392-7410. $5.

This guide for employers offers specific strategies for retaining women in nontraditional jobs. Included are descriptions of six issues important to managing the change to a more diverse workplace: training policies and practices; addressing resistance to change; job support; accommodations for women; the unionized workplace; and balancing work and family. Each section provides examples and strategies used in other organizations and a checklist of questions to help in assessing workplace conditions.

California Fire Fighter Joint Apprenticeship Program. *Guidelines for Integration of Women into the California Fire Service.* 1990. California Fire Fighter Joint Apprenticeship Committee, 1780 Creekside Oaks, Suite 201, Sacramento, CA 95833, (916) 648-1717. $10.

A comprehensive program overview covering labor/management commitment, legal requirements, recruitment and testing, training, facilities and apparatus, clothing, a bibliography, and sample policies, advertisements, and training materials.

Milwaukee Nontraditional Feeder Program: A "How To" Resource Guide. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $25.

A must for PIC, SDA, and service provider staff who want to integrate women into occupational skills training programs in male-dominated fields. Contains sample materials from the Milwaukee Nontraditional Employment

Training Feeder Program, including the program proposal, a flow-chart of program activities, copies of the program flyer and brochure, and contracting methods used by the Milwaukee PIC to institutionalize nontraditional training for women into its programs.

Nontraditional Employment Policy Package. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $20.

This resource provides information on the Nontraditional Employment for Women (NEW) Act and other legislation that provides potential funding for nontraditional training and placement of women. Includes WOW's Roles and Responsibilities of States, Service Delivery Areas (SDAs), and State Job Training Coordinating Councils under the NEW Act; WOW's boilerplate response to the 1992 US DOL Request for Proposal for NEW Act demonstration sites; factsheets on the Women in Apprenticeship Occupations and Nontraditional Occupations Act (P.L. 102-530), the women and minority provisions of the Intermodal Surface Transportation Efficiency Act (ISTEA), and the Women in Homebuilding Provision of the National Affordable Housing Reauthorization Act (P.L. 102-550); and other materials.

The Nontraditional Survey: Assessing Your Community's Capacity for Nontraditional Training. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $10.

This informal survey instrument will assist you in assessing the barriers to training women in nontraditional occupations and help you find the "hooks" for selling nontraditional employment in your community. Included is the survey, instructions for administering and computing the results, and a list of myths and facts about nontraditional work that can be used to discuss survey results with respondents.

O'Farrell, Brigid. *Technical Assistance Package for Working with Unions.* 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $15.

This piece provides the guidelines you need to work with your local unions to recruit, train and retain women in male-dominated jobs and an annotated bibliography of union materials. Also includes special sections on union efforts to combat sexual harassment and experts willing to serve as resources for additional information.

On the Road to Equality: Women in Highway Construction. 1992. U.S. Department of Transportation, Federal Highway Administration, Office of Civil Rights, Room 4132, 400 Seventh Street, SW, Washington, DC 20590, (202) 366-2925. (Document No. FHWA-CR-92-0052).

A multi-agency response to the problems of recruitment, hiring, training, and retaining women in the highway construction crafts, this manual is designed for state highway agencies to use in assisting highway construction contractors in meeting their responsibilities for the employment of women.

Paris, Alice and Schadell Woolridge. *Placing Rural Minority Women in Training Situations for Nontraditional Jobs.* 1979. Women's Educational Equity Act (WEEA) Publishing Center, Educational Development Center, 55 Chapel Street, Suite 200, Newton, MA 02160, (800) 225-3088. $2.75. (Document No. 2094).

Addresses the needs of low-income, rural, minority women with the goal of increasing their potential in the labor market by linking them with nontraditional job opportunities. The entire process -- participant and staff selection, fundraising, counseling, referral, evaluation, and more -- is covered in detail. Includes a helpful list of agencies and resources, and outlines valuable strategies for identifying and developing local nontraditional career opportunities.

Peltier, Wanda Jo. *Displaced Homemakers: Vo-Tech Workshop Guide.* 1981. WEEA Publishing Center, Educational Development Center, 55 Chapel Street, Newton, MA 02160, (800) 225-3088. $20. (Document No. 2231).

An effective, comprehensive curriculum guide for displaced homemakers, this publication helps women regain confidence through a series of self-image assessments, retraining activities, and other exercises.

Sanders, Jo. *The Nuts and Bolts of NTO: How to Help Women Enter Nontraditional Occupations.* 1986. N and B Order, Women's Action Alliance, 370 Lexington Avenue, Room 603, New York, NY 10017, (212) 532-8330. $18.50.

This guidebook for recruiting, training, and placing women in nontraditional occupations focuses on overcoming the barriers women face to entering nontraditional jobs and preparing women for the potentially hostile environments they might confront in nontraditional careers. Provides practical advice, start-up checklists, and sample questionnaires and exercises for use throughout the entire process.

Strategies for Working with Employers and Union Reps: How to Respond to Common Reasons for Not Hiring Women in Nontraditional Occupations. 1992. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $3.

A must for job developers who are placing women in NTOs, this five-page guide lists effective responses to common reasons employers and labor unions give for not hiring women in nontraditional jobs. Learn the techniques used by grassroots members of WOW's Women's Work Force Network and the National Tradeswomen's Network.

Training, Placing, and Retaining Women in Nontraditional Jobs. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $70.

This 250-page resource binder -- developed for service providers and Private Industry Council (PIC) staff -- includes proven techniques for training and placing women in nontraditional occupations. This hands-on manual contains chapters on the Nontraditional Employment for Women (NEW) Act and WOW's Nontraditional Employment Training (NET) Project, Recruitment, Assessment, Prevocational Training, Survival Skills and Retention Strategies, Job Development and Placement, and other resources.

U.S. Department of Labor, Women's Bureau. *Directory of Nontraditional Training and Employment Programs Serving Women.* 1991. Women's Bureau, U.S. Dept. of Labor, 200 Constitution Avenue, Washington, DC 20210, (202) 219-6652. One copy free (please include self-addressed mailing label).

Summary of programs that assist women in obtaining training and employment in skilled nontraditional jobs, including apprenticeships. Includes names, addresses, and numbers for programs as well as relevant government agencies, current statistics and references.

Women and Nontraditional Work Factsheet. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $1.50.

This four-page factsheet defines nontraditional work for women and gives a statistical profile of women employed in nontraditional occupations in the United States, outlines public policy relating to nontraditional occupations and provides an overview of the barriers and strategies to improving women's employment in these fields.

V. Journal Articles/Book Chapters

Berryman, Sue E. and Linda J. Waite. "Young Women's Choice of Nontraditional Occupations." In *Ingredients for Women's Employment Policy*, ed. C. Bose and G. Spitze. 1987. State University of New York Press, Albany, NY.

Analysis of a large, national, longitudinal survey of young women's nontraditional job choices, in both blue-collar and professional fields.

Boyd, Mary Ellen and Elizabeth Edman. "Women in Nontraditional Employment." In *Proceedings of the New York University Fortieth Annual National Conference on Labor*. 1987. Fred B. Rothman & Company, 10368 West Centennial Road, Littleton, CO, (303) 979-5657. $57.50.

Historical perspective of women in nontraditional work followed by an overview of current problems and changes necessary in areas such as vocational education, apprenticeship programs, and the job site.

Chertas, Cynthia H. and Sarah C. Phillips. "Physical Training as a Strategy for Integrating Municipal Uniformed Services." In *Job Training for Women: The Promise and Limits of Public Policies*, ed. S.L. Harlan and R.J. Steinberg. 1989. Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122, (215) 787-8787. $22.95.

Summary and analysis of the history, tests, and model training programs of the New York City Sanitation and Fire Departments. One finding is that training works, but is not sufficient for successfully integrating women.

Eisenberg, Susan. "Welcoming Sisters into the Brotherhood." *Sojourner* 18, 2 (October 1992).

Interview with Nancy Mason, apprenticeship director, IBEW Local 46, Seattle.

_____. "Tradeswomen: Pioneers--Or What?" *Sojourner* 17, 11 (July 1992).

Questions the reasons for the term "pioneer" and looks to better approaches for women in the trades in the 1990s.

Glover, Robert W. "Apprenticeship: A Route to the High-Paying Skilled Trades for Women?" In *Job-Training for Women: The Promise and Limits of Public Policies*, ed. S.L. Harland and R.J. Steinberg. 1989. Temple University Press, Broad and Oxford Streets, Philadelphia, PA 19122, (215) 787-8787. $22.95.

Review of women in apprenticeships and problems during the 1980s, with a comparison of the programs and progress for people of color.

Hammond, Judith A. and Constance W. Mahoney. "Reward-Cost Balancing Among Women Coal Miners." *Sex Roles* 9 (1983):17-29.

Study of the economic and psychological costs and rewards of working in coal mines for women.

Haring, Marilyn; Karen Beyard-Tyler and Jeffrey Gray. "Sex-Biased Attitudes of Counselors: The Special Case of Nontraditional Careers." *Counseling and Values* 27 (July 1983):242-7.

Findings support previous studies of counselor bias toward nontraditional careers, particularly by male counselors. Bias toward men's nontraditional careers is even greater than that toward women's nontraditional careers.

Harlan, Sharon L. and Brigid O'Farrell. "After the Pioneers: Prospects for Women in Nontraditional Blue-Collar Occupations." *Work and Occupations* 9 (1982):363-86.

Comprehensive analyses of a large industrial factory showed women being concentrated in the lower-level nontraditional job categories, with possible job loss during an economic downturn.

Houser, Betsy Bosak and Chris Garvey. "Factors that Affect Nontraditional Vocational Enrollment among Women." *Psychology of Women Quarterly* 9, 1 (March 1985):105-17.

A study of women enrolled in California vocational training programs showed that women who enter male-dominated occupations differ from women in traditional programs in the amount of support they receive from family members and female friends. Women who enter nontraditional programs differ from those women who only consider entering nontraditional programs in the amount of encouragement they receive from school personnel.

Howell, Ruth S. and Helen Schwartz. "Community-Based Training for Reentry Women in Nontraditional Occupations." In *Addressing the Needs of Returning Women*, ed. L. H. Lewis. 1988. Jossey-Bass, San Francisco.

This chapter describes the components that are integral to community-based organizations' NTO programming for returning women, including recruitment, assessment, placement, and follow-up.

Johnson, Wendy. "Model Programs Prepare Women for Skilled Trades." In *Women, Work, and School*, ed. L. Wolfe. 1991. Westview Press, Boulder, CO, (303) 444-3541. $32.50 plus $3.50 shipping and handling.

Descriptions of several model programs for women in the trades.

Josephs, Susan, et al. "The Union as Help or Hindrance: Experiences of Women Apprentices in the Construction Trades." *Labor Studies Journal* 13, 1 (Spring 1988):3-18.

While women as a group may see harassment as a problem, their level of satisfaction with a carpentry apprenticeship program in Ohio does not differ significantly from men's. The union is not viewed as a direct

source of help by either men or women, but it may exert a positive influence on women's satisfaction with the program and carpentry work.

Jurik, Nancy C. and Gregory J. Halemba. "Gender, Working Conditions and the Job Satisfaction of Women in a Nontraditional Occupation: Female Correctional Officers in Men's Prisons." *The Sociological Quarterly* 25 (Autumn 1984):551-66.

A survey of male and female correctional officers at the same prison facility revealed that despite difficulties with male co-workers, female officers expressed generally the same level of job satisfaction with their work as male officers.

Lembright, Muriel F. and Jeffrey W. Riemer. "Women Truckers' Problems and the Impact of Sponsorship." *Work and Occupations* 9 (1982):457-74.

Study of women in heavy trucking. Those working with friends and spouses may face less harassment, but may not learn the full job.

Lillydahl, Jane H. "Women and Traditionally Male Blue-Collar Jobs," *Work and Occupations* 13, 3 (August 1986):307-23.

A survey distributed to a sample of rural men and women revealed that a significant number of women are interested in nontraditional, blue-collar employment. Those women responding who had experience in nontraditional employment reported generally positive experiences.

McIlwee, Judith. "Work Satisfaction among Women in Nontraditional Occupations." *Work and Occupations* 9 (1982):299-335.

Study of women in a range of nontraditional jobs. After some time on the job their satisfaction levels look similar to the men with whom they work.

Moccio, Francine. "Contradicting the 'Common Sense' of Gender Identity: Women as Construction Workers." 1991. Institute for Women and Work, Cornell University, Unpublished.

Participant observation and in-depth interviews with 40 women construction trade workers, as well as several employers, unions, and co-workers. Looks at ethnicity, race, gender, and class.

O'Farrell, Brigid. "Women in Blue-Collar Occupations: Traditional and Nontraditional." In *Women Working: Theories and Facts in Perspective*, ed. A. H. Stromberg and S. Harkess. 1987. Mayfield Publishing Company, Mountain View, CA, (415) 694-2815. $29.95 plus $3.75 shipping and handling.

Review of the research on women in blue-collar jobs with a section on nontraditional work, addressing the women, the barriers they face (including harassment from men), and the role of unions.

_____ and Sharon L. Harlan. "Job Integration Strategies: Today's Programs and Tomorrow's Needs." In *Sex Segregation in the Workplace*, ed. Barbara F. Reskin. 1984.

National Academy Press, Washington, DC, (202) 334-3313. $29.95 plus $4.00 shipping and handling (add $.50 for each additional copy).

Review of research and programs for women in management and skilled trades with recommendations for policy and programs.

Padavic, Irene and Barbara F. Reskin. "Men's Behavior and Women's Interest in Blue-Collar Jobs." *Social Problems* 37 (1990):613-28.

Study of women taking nontraditional jobs during a strike. Despite difficulties with men, women remain interested in the higher paying jobs.

Stringer, Donna M. and Emily Duncan. "Nontraditional Occupations: A Study of Women Who Have Made the Choice." *The Vocational Guidance Quarterly* 8 (March 1985):241-8.

Women in nontraditional jobs cite the nature of the work, money and fringe benefits as reasons for the pursuit of nontraditional work. Lack of work experience, sexual harassment, and discouragement are cited as barriers to nontraditional employment. Differences in the responses of employed and unemployed women are also identified.

Swerdlow, Marian. "Men's Accommodations to Women Entering a Nontraditional Occupation: A Case of Rapid Transit Operatives." *Gender and Society* 3 (1989):373-87.

Interviews with women and men in a large metro system find more positive support for women in nontraditional jobs when job security is not a major issue.

VI. Newspaper/Magazine Articles

Cohn, D'Vera and Barbara Vobejda. "For Women, Uneven Strides in Workplace." *Washington Post* (December 21, 1992):A1.

Comparison of 1980 and 1990 census data shows that while women have significantly increased their representation in high paying white-collar jobs, they still hold only a very small percentage of good paying blue-collar jobs.

Green, Kathleen. "Should You Build a Future as a Construction Tradeswoman?" *Occupational Outlook Quarterly* (Spring 1993):3-11.

This article persuasively introduces the concept of nontraditional careers, with special emphasis on construction, to women who might be interested in NTOs but do not realize they are an option. The financial rewards of NTOs are weighed against the hostile environment and other difficulties women in nontraditional jobs may face. A short passage also provides counselors and administrators with an introduction to nontraditional careers for young women.

"Hard Times for Women in Construction." *New York Times* (September 29, 1992):B1.

In the 1990s, enduring stereotypes, continuing harassment, and economic recession have undermined the gains made by women working in the construction trades during the 1970s.

Kilborn, Peter. "Putting Up Office Tower, Women Break Sex Barrier." *New York Times* (August 25, 1990):A1.

Women working on a construction project for Chicago real estate developer Stein & Company describe their experiences on the job.

Malveaux, Julianne. "Hard-Hatted Women." *Essence* (March 1991):60-62.

This article describes the benefits and barriers to entering nontraditional jobs.

Stasch, Julia. "Creating Change by Committee." *Working Woman* (April 1992):29-30.

Julia Stasch, president of Stein & Company, describes her company's widely acclaimed initiative to increase the number of women working on its construction projects.

Swoboda, Frank. "GAO Finds Job Training Discrimination." *Washington Post* (July 17, 1991).

A study by the General Accounting Office revealed that almost 20 percent of programs sponsored by the Job Training Partnership Act discriminate against women and blacks.

Ybarra, Michael J. "Still a Man's World." *Los Angeles Times* (April 30, 1991):E1.

California has fallen far short of its goals to enroll women in apprenticeship programs; harassment and the failure of the state Division of Apprenticeship Standards to enforce goals are discussed as reasons for the low numbers of women.

VII. Posters

Futures Unlimited: Real People, Real Jobs. 1985. Consortium for Educational Equity, Rutgers, The State University of New Jersey, Livingston Campus, Building 4090, New Brunswick, NJ 08903, (908) 932-2071. $15.

Ten posters feature multi-ethnic women in technical and vocational jobs, including engineering shop technician, landscaper, apprentice electrician, and television technician.

Just Between Sisters: Minority Women in Technology. Consortium for Educational Equity, Rutgers, The State University of New Jersey, Livingston Campus, Building 4090, New Brunswick, NJ 08903, (908) 932-2071. $20.

Ten color posters feature young, determined African-American and Hispanic women working in technological jobs, including aircraft technician, police officer, train master, sheet metal worker apprentice and others. Also see corresponding video listed below.

Women at Work Posters. Organization for Equal Education of the Sexes, P.O. Box 438, Blue Hill, ME 04614, (207) 374-2489. $4.00 each plus shipping and handling.

Posters feature women working as electricians, mechanics, and carpenters and include a short biography or other teaching aid.

VIII. Sexual Harassment Materials

Elgin, Suzette Haden. *The Gentle Art of Verbal Self-Defense.* 1989. Prentice Hall, Des Moines, IA, (515) 284-6751. $12.95 plus $2.96 shipping and handling. (Product No. 35042T).

Includes fascinating and useful information about how communication works. Shows how to recognize verbal attacks (including the subtle attacks that may go unnoticed, but create unpleasant feelings) and how to respond in ways that defuse the attack and the situation with honor -- an essential skill for tradeswomen to develop.

Kaylin, Jennifer. "Women Cite Harassment on Road Building Jobs." *New York Times* (November 24, 1991):CN4.

A study commissioned by the New York State Transportation Department found that of 400 female road construction workers surveyed, 42 percent had been victims of some form of sexual harassment, and 18 percent were physically or sexually attacked on the construction site.

Lafontaine, Edward and Leslie Tredeau. "The Frequency, Sources, and Correlates of Sexual Harassment Among Women in Traditional Male Occupations." *Sex Roles* 15, 7/8 (1986):433-42.

Reports that 75 percent of women in nontraditional occupations report sexual harassment compared to 50 percent of women in the workforce overall. Explores some of the dynamics leading to a high rate of sexual harassment of women in nontraditional jobs.

New York City Commission on Human Rights and Office of Labor Services. *Discrimination in the Construction Industry in New York City.* Hearing before the New York Commission on Human Rights and Office of Labor Services, March 12, 1990. The NYC Commission on Human Rights and Office of Labor Services, 40 Rector Street, 10th Floor, New York, NY 10006, (212) 306-7500.

New York City tradeswomen told their stories of discrimination and sexual harassment in the construction industry. Report and recommendations submitted by the NOW Legal Defense and Education Fund.

Phalen, Colleen. *Sexual Harassment Solutions at Work: Profiles of Successful Policy and Practice.* 1992. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $20.

An excellent resource for employers and unions on reducing the hostility of the workplace for women working in male-dominated occupations. Learn from US West, Michigan Consolidated Gas Company, NBC, Digital Equipment, Pacific Gas and Electric Company, DuPont, Kansas City Power and Light, and the United Auto Workers successful policies and practices addressing sexual harassment in the workplace. Three programs focus on women in nontraditional jobs.

Sexual Harassment Bibliography. 1993. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $10.

This annotated selection of the best sexual harassment materials has a special section on the sexual harassment of women in nontraditional occupations -- including employer and union training guides, videos, and journal articles.

Tifft, S. and E. Rudulph. "A Setback For Pinups at Work." *Time* (February 4, 1991):61.

Reports on the federal district court ruling on *Robinson v. Jacksonville Shipyards, Inc.*, in which the court found that the display of sexually explicit materials in the workplace can create a hostile work environment and thus is a form of sexual harassment.

United States House of Representatives. *Sexual Harassment in Nontraditional Occupations.* Hearing before the Employment Opportunities Subcommittee of the Committee on Education and Labor, June 25, 1992. Government Printing Office, Washington, DC 20402, (202) 512-2471.

The hearing highlighted the sexual harassment and structural impediments women in male-dominated fields face -- be they engineers, scientists, tradeswomen or women in technical occupations. The hearing was based on two bills introduced by Representative Connie Morella of Maryland -- the Women in Apprenticeship and Nontraditional Occupations Act (P.L. 102-530) and the Advancement of Women in Science and Engineering Act (H.R. 3476). The expert panel included Donna Milgram from Wider Opportunities for Women and Catherine Didion from the Association for Women in Science.

Wilson, Heather. "Trade Wars." *San Francisco Bay Guardian* (February 27, 1992):25.

Four female construction workers in California tell their stories of fierce and life-threatening sexual harassment on the job.

IX. State NTO Reports/ERIC Documents*

Bromley, A. and L. Lanza-Kaduce. *A Model Program for Sex Equity in Vocational Education.* 1983. Santa Fe Community College, Gainesville, FL. (ERIC Document Reproduction No. ED 233 161).

The sex equity program at Santa Fe Community College in Florida has become instrumental in an ongoing reeducation process to make people aware of the numerous career opportunities available to them and to dispel myths about sex role stereotyping in the world of work. Included among the goals and objectives of the program are the following: to increase awareness of career choices in vocational education with particular emphasis on nontraditional careers for men and women, to increase the recruitment of individuals into nontraditional vocational programs, and to plan and implement specialized short-term technical training programs in cooperation with local industry.

_____, et al. *A Model Program for Sex Equity in Vocational Education. Final Report.* 1984. Santa Fe Community College, Gainesville, FL. (ERIC Document Reproduction No. ED 250 535).

The sex equity program at Santa Fe Community College fostered innovative approaches to overcoming sex-role stereotyping and discrimination in vocational education, training, and employment. It focused on four major areas: awareness/recruitment; education of students and staff at the college; support/job placement for enrolled nontraditional students, graduates, and dropouts; and short-term technical training programs.

Burch, Fern; Frank Koval and Sally Kunz. *The Nontraditional Jobs Project: A Report Describing the Needs of Low-Income Women*. 1987. Contra Costa County Advisory Committee on the Economic Status of Women, 2425 Bisso Lane, #100, Concord, CA 94518, (415) 685-7340. Single copies are free; additional copies may be ordered for a $5 postage and handling fee.

Describes the results of a project undertaken to help women enter male-dominated occupations through a Job Training Partnership Act training program in Contra Costa County, including the difficulties of training and placing women in nontraditional jobs through a performance-based system and the need for more comprehensive supportive services during training and after job placement.

California Apprenticeship Council, Standing Committee on Equal Opportunity In Apprenticeship. *Survey Results*. 1992. CAC/Apprenticeship Standards, P.O. Box 420604, San Francisco, CA 94142, (415) 703-4251. Free.

Survey of 150 female apprentices and journeywomen and 12 program sponsor coordinators. Shows continuing problems with recruitment and retention, including lack of work, sexual harassment and child care. Women are generally older, single parents. Sixty percent of the women indicated that sexual harassment was a problem, while 67 percent of the coordinators indicated it was not a problem.

Hollenback, Kathyrn. *Developing an Equity Handbook for Community College Personnel -- A Resource to Increase Female Enrollment in Nontraditional Vocational Education Programs. Final Report*. 1985. Pueblo Community College, CO. (ERIC Document Reproduction No. ED 266 253).

Sixty women enrolled in vocational training programs at Pueblo and Pikes Peak Community Colleges were interviewed to determine the factors that influence women's enrollment and continuation in nontraditional vocational education programs. The study found that when choosing a major, students in nontraditional programs were more likely to rely on information from counselors and advisors than students in traditional programs. For the equity handbook that was developed from this research, request ERIC Document Reproduction No. ED 265 385.

Knight, James A., et al. *Developing a Model for Recruitment, Retention and Placement of Female Students in Secondary Vocational Education Programs Which Have Traditionally Been for Males*. 1980. Ohio State University, Columbus, OH. (ERIC Document Reproduction No. ED 195 823).

On-site interviews with representatives of 10 secondary vocational-education programs identified the following factors attributable to the success of nontraditional female students: enrollment of more than one nontraditional student in a program, a positive instructor attitude, prior experience in the field of study, availability of role models, use of instructional materials that feature women in nontraditional jobs, and provision of supportive services.

McGarraugh, Sandra. *Roles in Conflict: Women Preparing for Higher-Wage Technical Careers.* 1990. New York State Occupational Education Equity Center, 47 Cornell Road, Latham, NY 12110-1402, (518) 786-3211. $10.

This resource manual reviews the historical role of women in the U.S. labor market, looks at current cultural influences on young women's career choices, examines NTO strategies and activities developed by programs in New York State, describes selected New York State programs that have developed a comprehensive approach to increasing women's access to technical careers, and lists potential resources and consultants for NTO efforts.

Prichard, D. *A Model Re-entry Program for Disadvantaged Women.* 1982. College of Marin, Kentfield, CA. (ERIC Document Reproduction No. ED 246 259).

The College of Marin Women's Program implemented a project to provide comprehensive support, instructional, and advocacy services to disadvantaged women seeking information and/or future employment in nontraditional career fields. Areas of emphasis were the apprenticeable trades and other blue-collar work. The goal of the project was to assist 50 disadvantaged women through two six-week instructional programs, career information, counseling, and individualized tutoring.

Spain, Rodney K. *Recruitment Skills. Sex Equity Training Package. Unlocking Nontraditional Careers.* 1981. (Research and Development Series No. 215D). Ohio State University, Columbus National Center for Research in Vocational Education, Columbus, OH. (ERIC Document Reproduction No. ED 227 372).

These workshop materials are designed to aid recruiters for nontraditional vocational programs in publicizing their training opportunities. Information is included on convincing vocational educators to recruit nontraditional students, speaking effectively with journalists about program activities, and writing public relations materials.

Wingate, Anne and Diana Woolis. *Half of Our Future.* 1992. Nontraditional Occupations Task Force of the Division of Vocational, Technical and Adult Education, Department of Education, Hartford, CT, (203) 638-4021. Free.

This report summarizes the results of focus groups held in Connecticut with representatives of the state's education and training systems. It recommends changes and strategies for increasing women's access to nontraditional training and jobs through the adult education, welfare, and job training systems.

***ERIC documents can be viewed free-of-charge at many university libraries and can be purchased by writing the ERIC Document Reproduction Service at 7420 Fullerton Road, Springfield, VA 22153-2852 or by calling toll-free 1-800-443-ERIC.**

X. Tradeswomen's Newsletters/Magazines/Catalogs

Inroads. Tradeswomen of Philadelphia/Women in Non-Traditional Work, Inc. (TOP/WIN), 3001 Dickinson Street, Philadelphia, PA 19146, (215) 551-1808. Membership $12.

The NAWIC Image. National Association of Women in Construction, 327 South Adams, Fort Worth, TX 76104, (817) 877-5551. $15 U.S. orders, $25 Canadian orders.

Nuts & Bolts. Chicago Women in Trades, 37 South Ashland, Chicago, IL 60607, (312) 942-1444. Membership $30, newsletter only $20.

Oregon Tradeswomen Network. Oregon Tradeswomen Network, P.O. Box 86620, Portland, OR 97286, (503) 775-0614. Membership $22 employed ($12 renewal), $16 unemployed ($6 renewal). Newsletter only $8 individual, $12 organization.

Riveting News. Hard Hatted Women, 4209 Lorain Road, Cleveland, OH 44113, (216) 961-4449. Membership $30 supporting/regular, $15 un/underemployed.

Tradeswomen: A Quarterly Magazine for Women in Blue-Collar Work. Tradeswomen, Inc., P.O. Box 40664, San Francisco, CA 94140, (415) 821-7334. Membership includes subscription to the magazine and *Trade Trax* newsletter. $35 employed, $20 unemployed.

A national publication for women working in nontraditional blue-collar jobs.

Tradeswomen's News and Views. Women in the Building Trades, 555 Amory Street, Jamaica Plain, MA 02130, (617) 524-3010. Free.

WIT. Northern New England Tradeswomen, One Prospect Avenue, St. Johnsbury, VT 05819, (802) 748-3308. Call or write for membership application.

WITT National Network Newsletter. Women in Trades, Technology, Operations, and Blue-Collar Work, R.R. #1, Winlaw, British Columbia, Canada VOG 2JO, (604) 226-7624. $12.

Words of Wit. Minnesota Women in the Trades, 550 Rice Street, St. Paul, MN 55103, (612) 228-9955. Membership $25, newsletter only $15.

WorkAbles for Women. Deborah Evans Crawford, WorkAbles for Women, Oak Valley, Clinton, PA 15026-0214, (800) 862-9317.

An invaluable resource for women in the trades, this catalog features workclothes in women's sizes, including pants, shorts, boots, and gloves. All items are specially designed by women, for women who are looking for durable, functional clothing that actually fits.

XI. Videos/Audiotapes

Consider a Nontraditional Job. 1992. 1/2" VHS, 21 minutes. Wider Opportunities for Women, 1325 G Street, NW, Lower Level, Washington, DC 20005, (202) 638-3143. $10.

This upbeat recruitment video targeted toward adult women shows female role models in rural Montana working as phone installers, construction laborers, and truck drivers. Viewers learn what what the work is like, what type of work environment can be expected, and the benefits and barriers of pursuing a nontraditional job. Plus, employers and union representatives share their positive experiences working with women in nontraditional jobs.

Futures Unlimited. Series, 1/2" VHS. Consortium for Educational Equity, Rutgers, The State University of New Jersey, Livingston Campus, Building 4090, New Brunswick, NJ 08903, (908) 932-2071. $80, two videos plus posters $150.

Three 29-minute videos with separate, supplemental poster sets include:

Futures Unlimited I: Expanding Your Horizons in Mathematics and Science. Portrays six college graduates working in nontraditional careers in research, development, and management.

Futures Unlimited II: Expanding Your Horizons in Technical and Vocational Education. Profiles five women working in high-paying trades and technological jobs.

Just Between Sisters: Minority Women in Technology. Features young African-American and Hispanic women working in the world of technology.

The Life and Times of Rosie the Riveter. 1980. 1/2" VHS, 60 min. Direct Cinema, LTD, P.O. Box 69799, Los Angeles, CA 90069, (310) 396-4774. Purchase $350 plus $5 shipping and handling, rental $100 plus $10 shipping and handling.

A fascinating look at the 18 million women who held jobs in factories and shipyards during World War II. Five African-American and white women relate memories of their work, feelings of fulfillment, and how they were forced to quit when the war was over. Newsreels from the period are included.

Moving Mountains. United Steelworkers of America. 1981. 16mm only, 30 min. Education Department, Film Division, AFL-CIO, 815 16th Street, NW, Washington, DC 20006, (202) 637-5153. Rental $5.

Women work alongside men in open pit mines in Elkford, British Columbia, driving mammoth bulldozers and loaders and working in blasting crews. The company resisted hiring women for this work until the union took legal steps to force the company's hand. The women talk about why they want to do this work, men's attitudes toward them, and the support they received from their local union president.

Myth Busters. Project VOW. Jersey City State College, Center for Occupational Education, 2039 Kennedy Boulevard, Jersey City, NJ, (201) 547-2188. $15.

This videotape dispels the myths associated with the entry of women into the skilled trades. The production is hosted by three female teenagers of color who lead the viewers through a series of myths held by people about nontraditional work for women and explain why the myths are not valid. The upbeat music supports the message from girls to girls.

On the Job. Lesson 12. 1980. 1/2" VHS, 19 min. Maryland Instructional Television, Agency for Instructional Technology, Box A, Bloomington, IN 47402, (800) 457-4509. One-week rental $48 plus $7 shipping and handling, purchase $150.

Sandy has a hard time at first in her new job on a dockyard welding crew. She finds an ally in Jamey, a African-American co-worker whose experiences when he was new were much like hers, and things take a turn for the better.

On New Ground. 1985. 1/2" VHS, 30 min. National Asian-American Telecommunications Association, Cross Current Media, 346 Ninth Street, Second Floor, San Francisco, CA 94103, (415) 863-0814. Rental $50, purchase $160 plus $5 shipping and handling.

Experiences of 10 Asian-American women working in nontraditional occupations, including police officer, welder, and park ranger.

A Tale of "O": On Being Different. 1981. Synchronized slide/tape or 1/2" VHS with instructor's guide, 27 min. Goodmeasure, Inc., 330 Broadway, P.O. Box 3004, Cambridge, MA 02139, (617) 621-3838. $580 plus shipping and handling, $620 plus shipping and handling includes three-ring binder seminar material.

The animated story of what happens when a lone "O" joins a work group of "X"s. The abstraction helps viewers understand tokenism as a social dynamic by eliminating preconceived notions about differences between the sexes, races, or other ways people are divided.

Trade Secrets: Blue-Collar Women Speak Out. 1986. Available in BETA, 1/2" VHS or 3/4", 23 min. For classroom rentals: Women Make Movies Film Library, 449 West Main Street, Wyckoff, NJ 07481, (201) 891-8240. $60 rental plus $15 shipping and handling; $225 purchase. For all other orders: Women Make Movies, Inc., 225 Lafayette Street, Suite 211, New York, NY 10012, (212) 925-0606.

An ironworker, electrician, welder, and sprinkler fitter discuss their jobs and the barriers they had to overcome in predominantly male occupations. An instructor, supervisor, and a husband share their supportive comments.

Voices from the Frontier: Women in Construction Envision the Mixed Gender Workplace. 1992. Susan Eisenberg, 9 Rockview Street, Jamaica Plain, MA 02310.

This audiotape was developed from interviews with women who entered five building trade unions (carpenters, electricians, ironworkers, painters and plumbers) in the early years of affirmative action.

Whose Job Is It? 1986. 1/2" VHS, 15 min. Center for New Directions: Idaho State University, Pocatello, ID 83209, (208) 236-2454. $27.50.

Profiles six women in nontraditional jobs: telephone installer, upholsterer, heavy equipment operator, law enforcement officer, business systems repairwoman, and business owner.

Women of Steel. Mon Valley Media. 1985. 30 min. Education Department, Film Division, AFL-CIO, 815 16th Street, NW, Washington, DC 20006, (202) 637-5153. Rental $5.

The story of four women who escape low paying, dead-end jobs through an affirmative action program in the steel mills in the 1970s. Just as their lives begin to improve, the women lose their jobs in the 1980 recession. They are forced to return to low paying pink-collar jobs reflecting the economy and the lack of affirmative action in the 1980s.